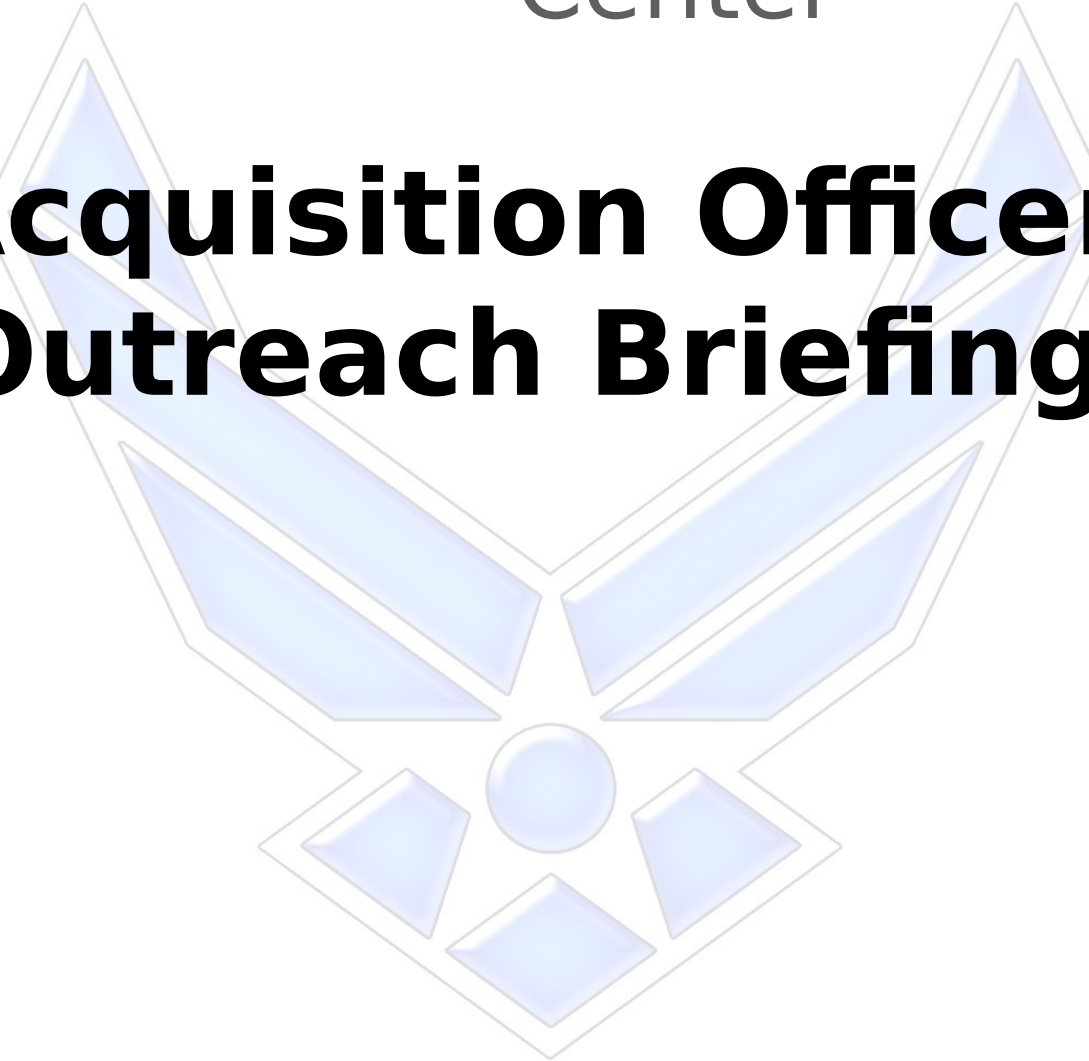




HQ Air Force Personnel Center



Acquisition Officer Outreach Briefing



Overview

AFPC



- **The Acquisition Career Fields**
- Assignment Overview
- Promotions
- Hot Topics

Acquisition Career Fields

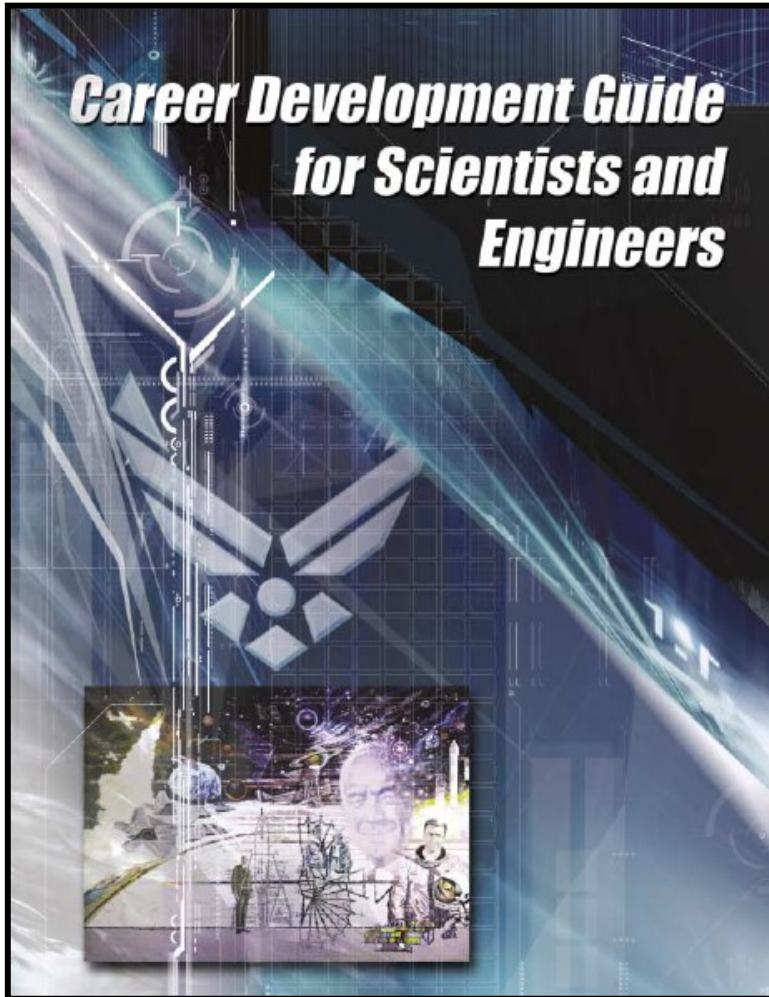
AFPC



- 61S: Scientist
- 62E: Developmental Engineer
- 63A: Acquisition Manager
- 64P: Contracting Officer
- 65F: Financial Management

Functional Authority

AFPC



- SAF/AQ is the 61/2/3/4 Functional Authority
 - LtGen Corley
 - 61S and 62E Career Development Guide (CDG) & CONOPS in publication
 - www.safaq.hq.af.mil/aqre/se/
 - 63A CDG in-work
- SAF/FM is the 65 Functional
 - MGen Lorenz

61S: Scientist

AFPC

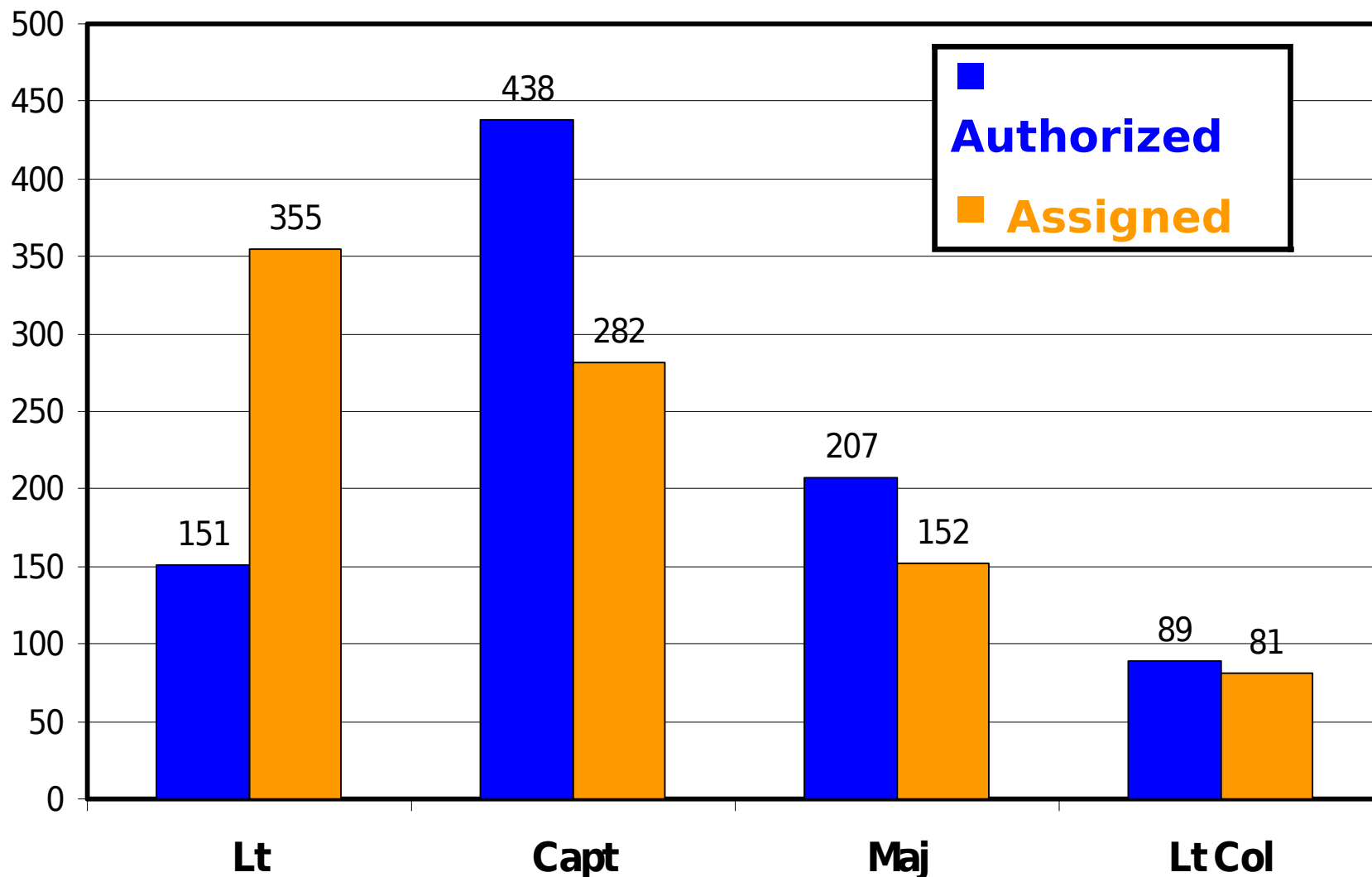
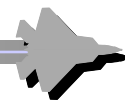


- Career field divided into 4 “shreds”
 - 61SxA: Analyst
 - Operations Research / Math
 - 61SxB: Behavioral Scientist
 - Human Factors Eng / Psychology
 - 61SxC: Chemist, Biologist
 - Chemistry / Biology
 - 61SxD: Physicist
 - Physics / Nuclear Engineering

61 Officers

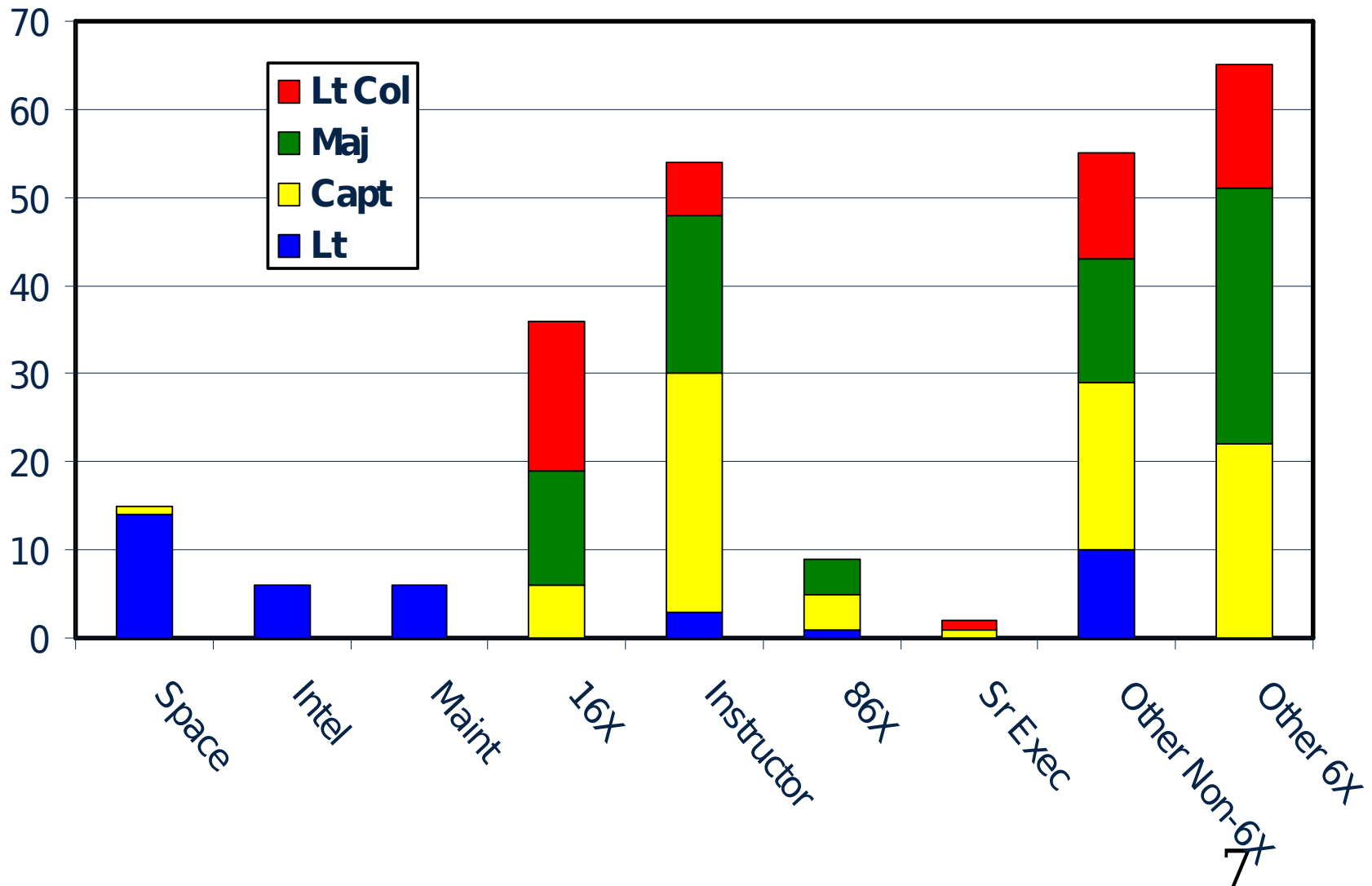
Authorized and Assigned

AFPC



61 Officers Outside the Core

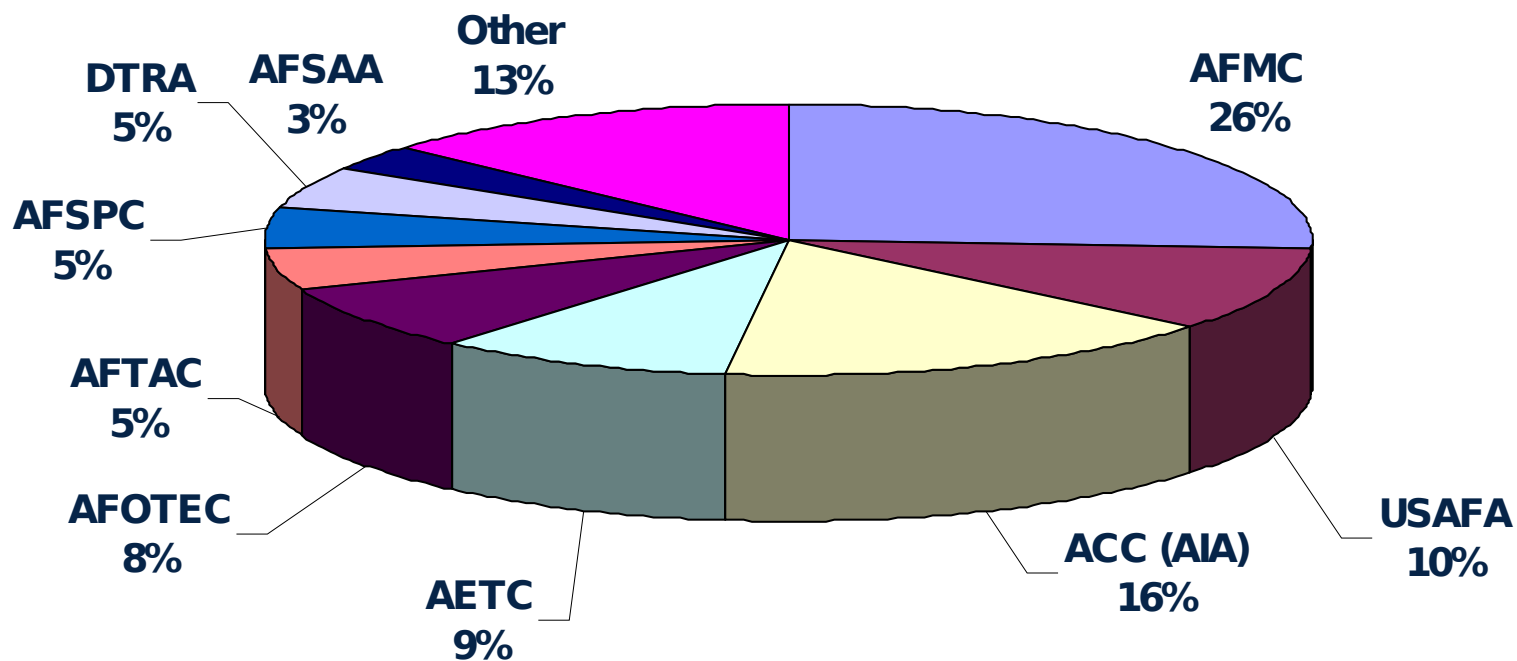
AFPC



61 Officers

MAJCOM Distribution

AFPC



62E: Engineer

AFPC

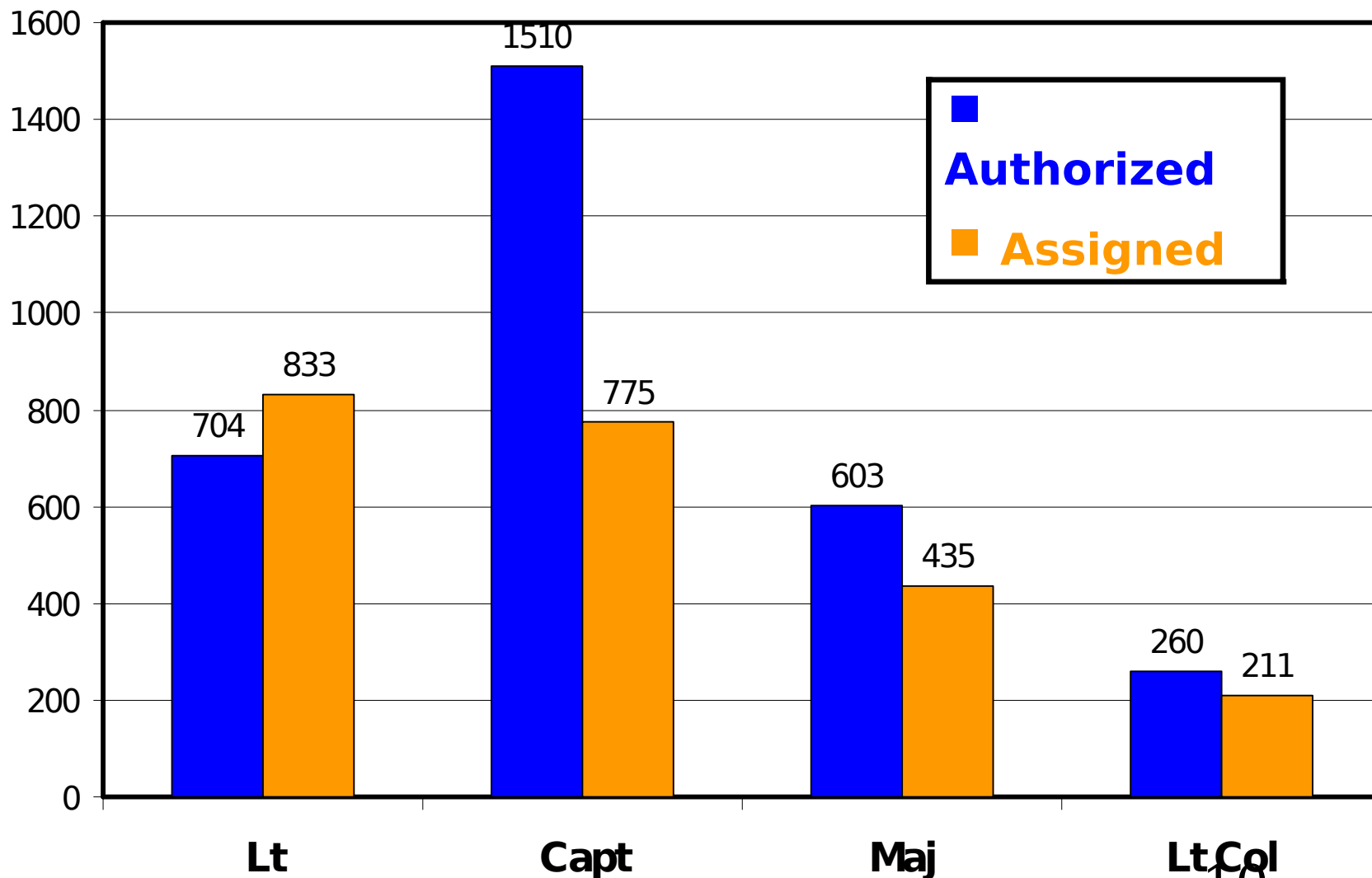
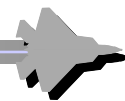


- Career field divided into 7 “shreds”
 - 62ExA: Aeronautical
 - 62ExB: Astronautical
 - 62ExC: Computer
 - 62ExE: Electrical
 - 62ExF: Flight Test
 - 62ExG: Project Engineer (General)
 - 62ExH: Mechanical

62 Officers

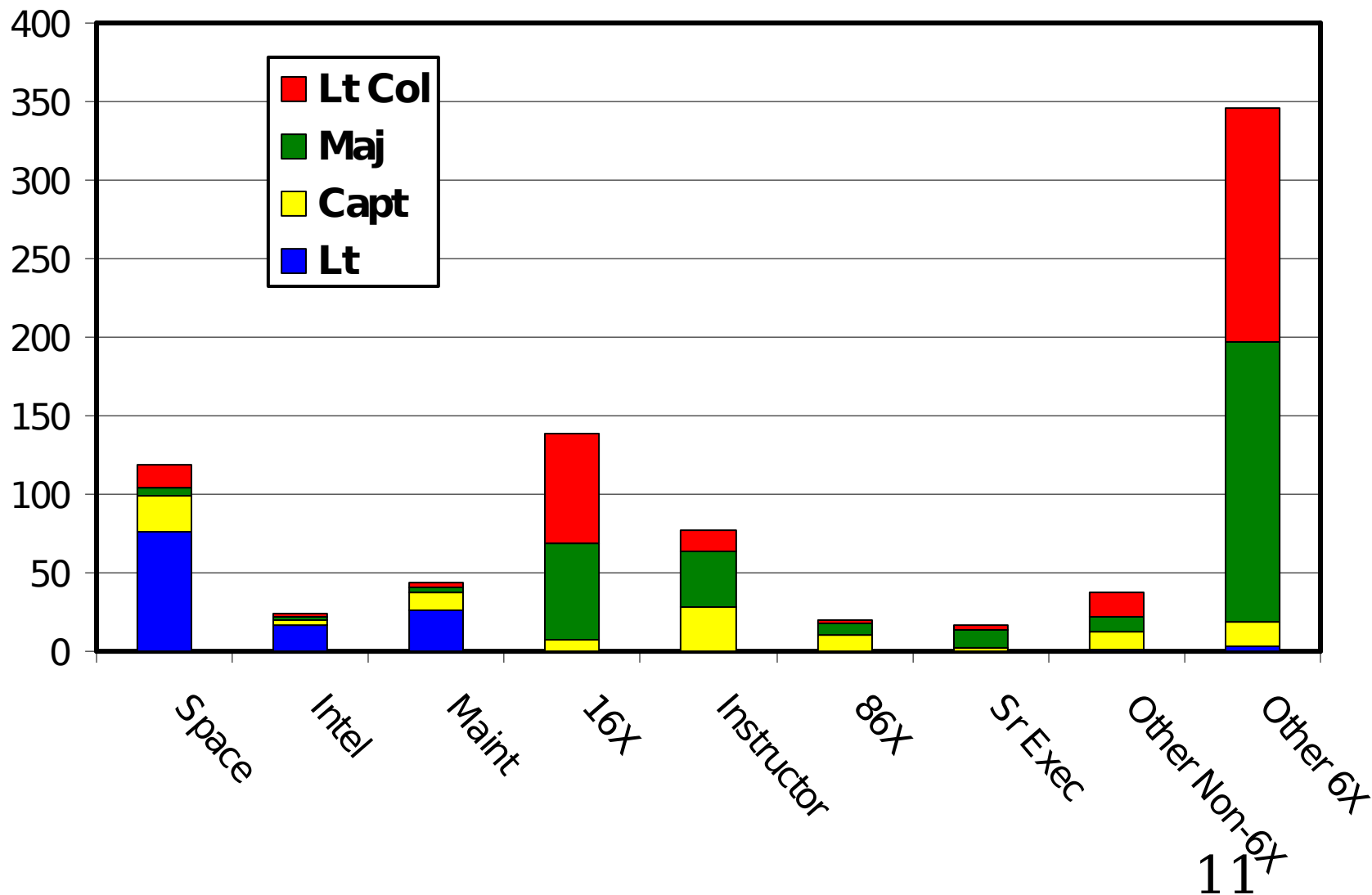
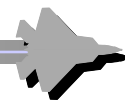
Authorized and Assigned

AFPC



62 Officers Outside the Core

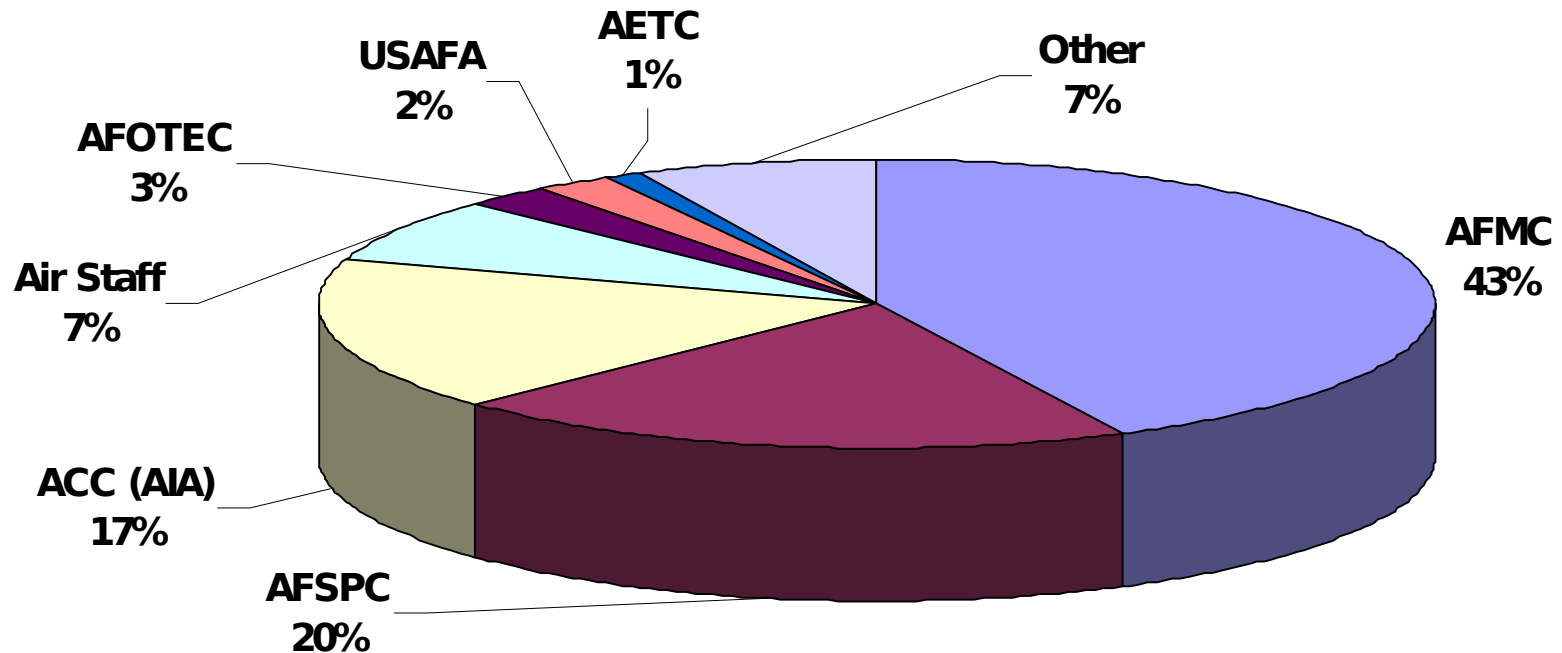
AFPC



62 Officers

MAJCOM Distribution

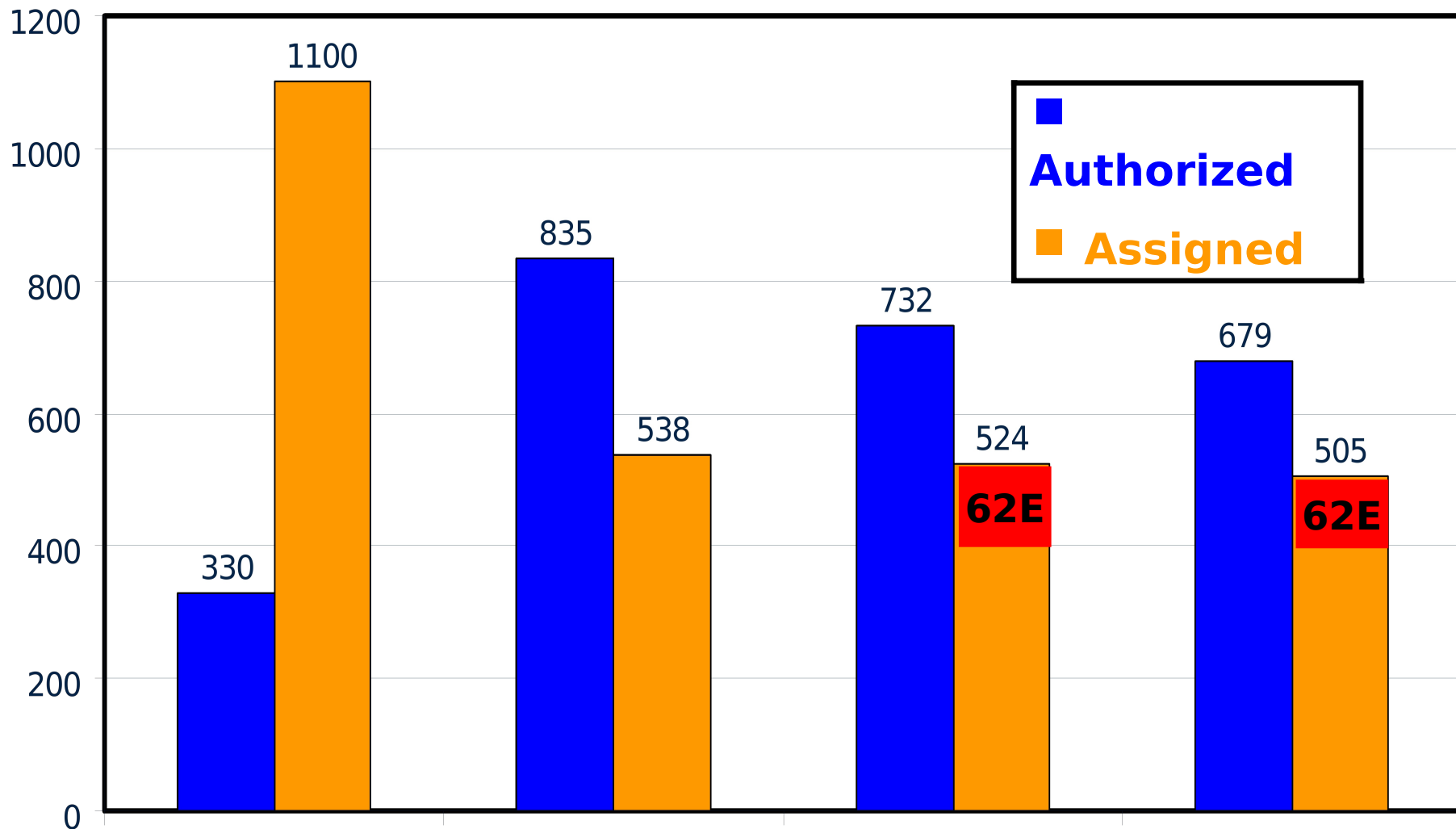
AFPC



63 Officers

Authorized and Assigned

AFPC



Lt

Capt

Maj

Lt Col

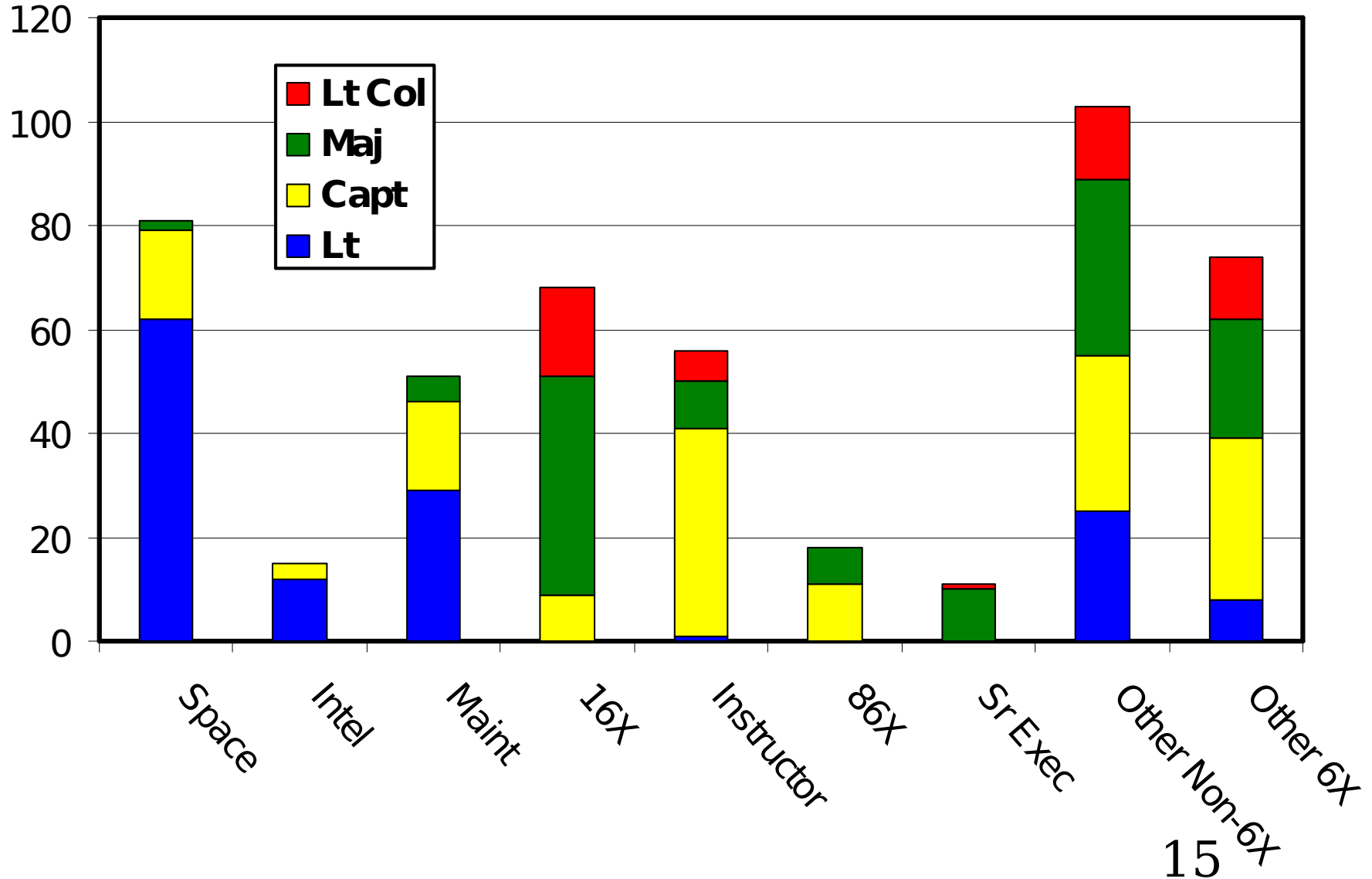
13

13

63 Officers

Special Duty

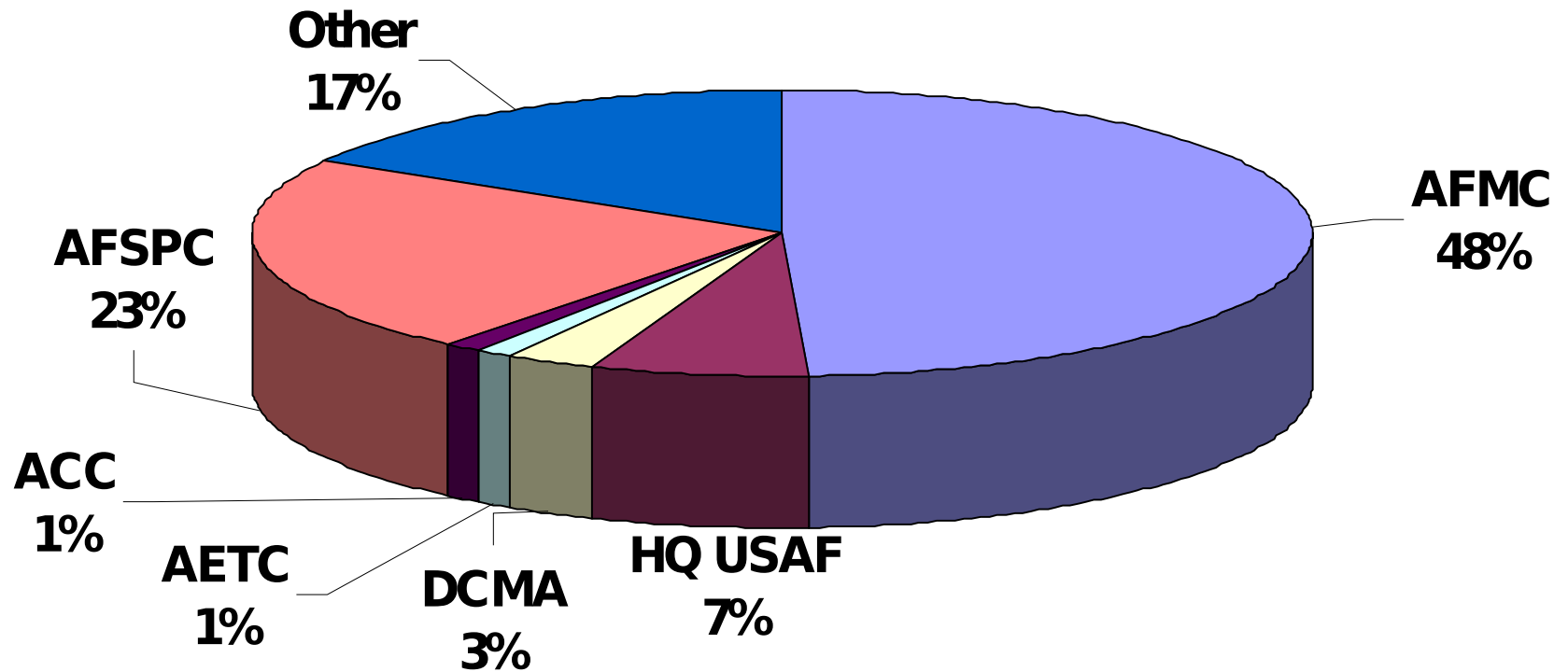
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63 Officers

MAJCOM Distribution

AFPC

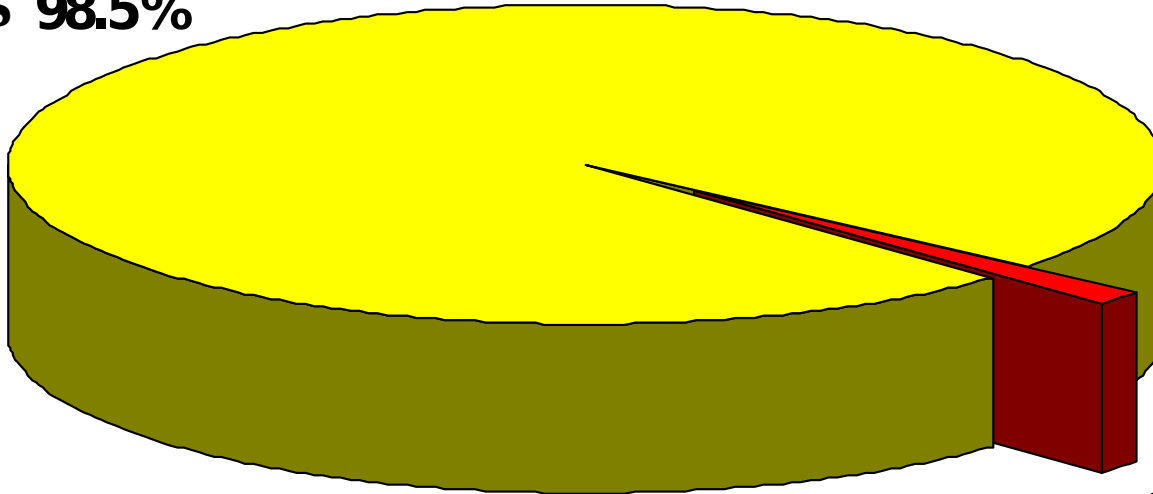


61S/62E/63A Worldwide Distribution

AFPC



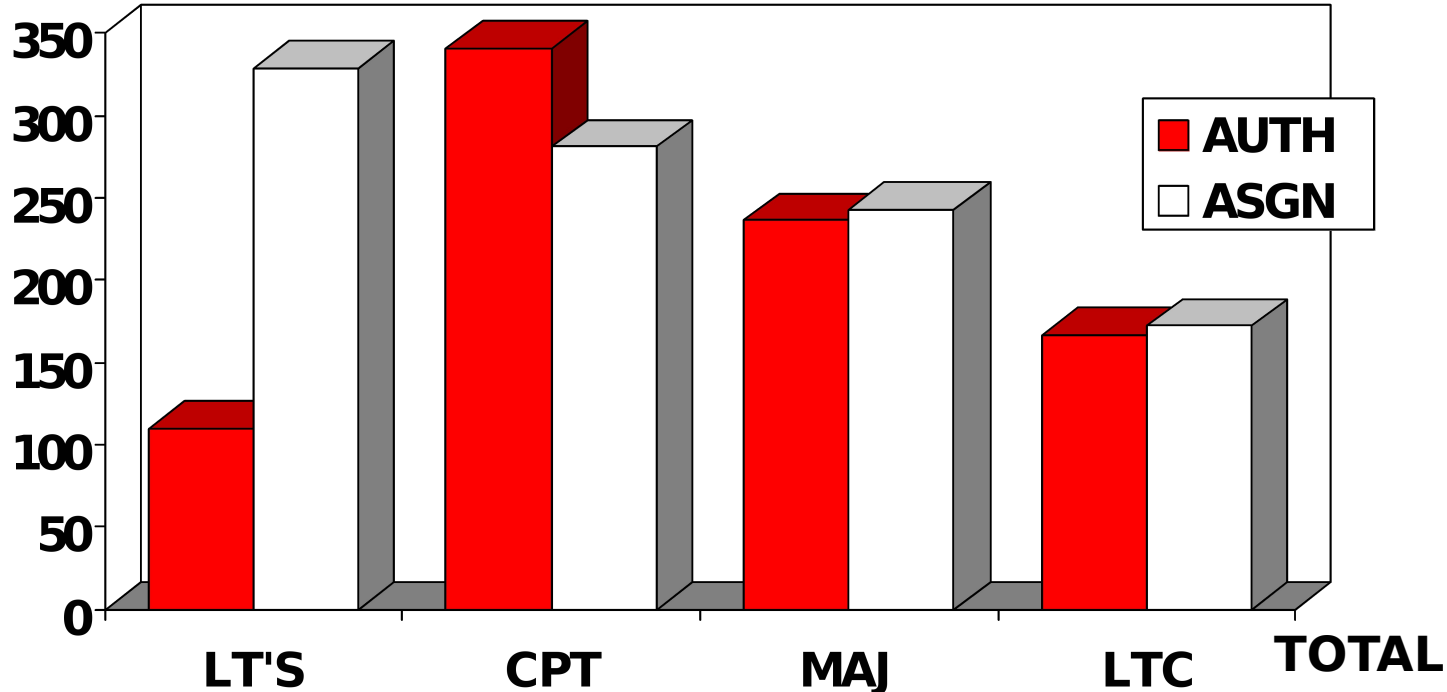
CONUS 98.5%



**1.5%
OVERSEAS**

Contracting Manning

AFPC

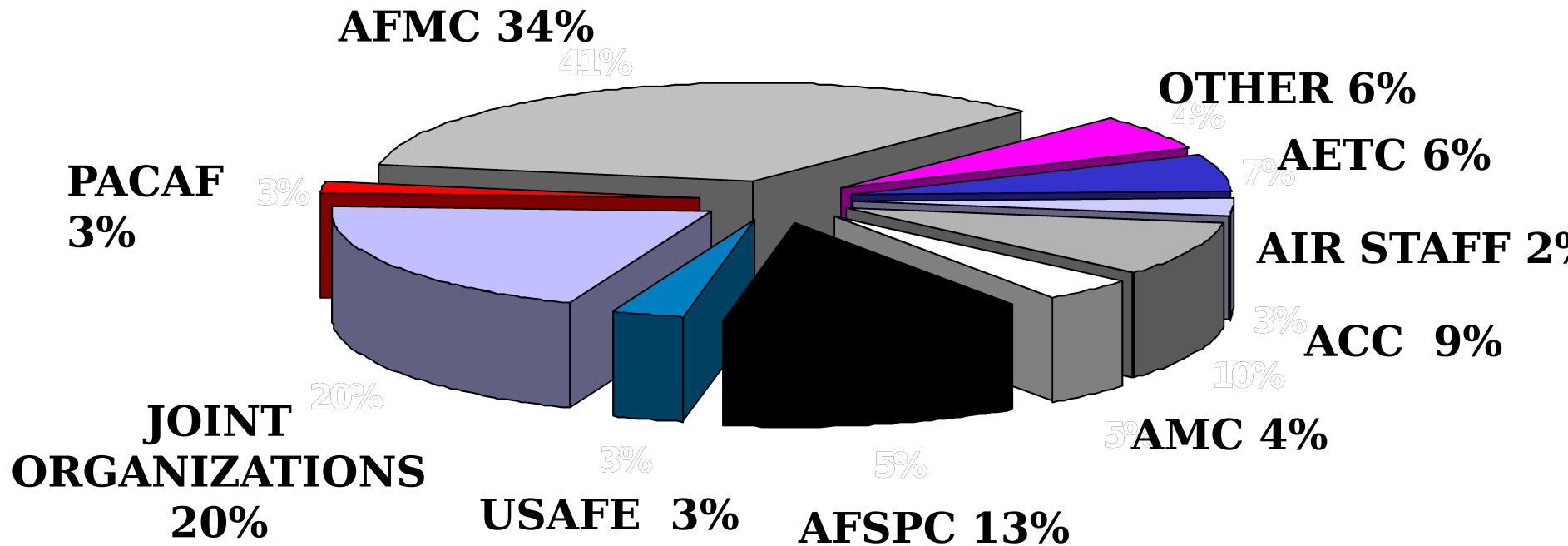


	LT'S	CPT	MAJ	LTC	TOTAL
AUTH	110	341	236	167	854
ASGN	329	281	243	172	1025
PCT	299%	82%	103%	103%	120%

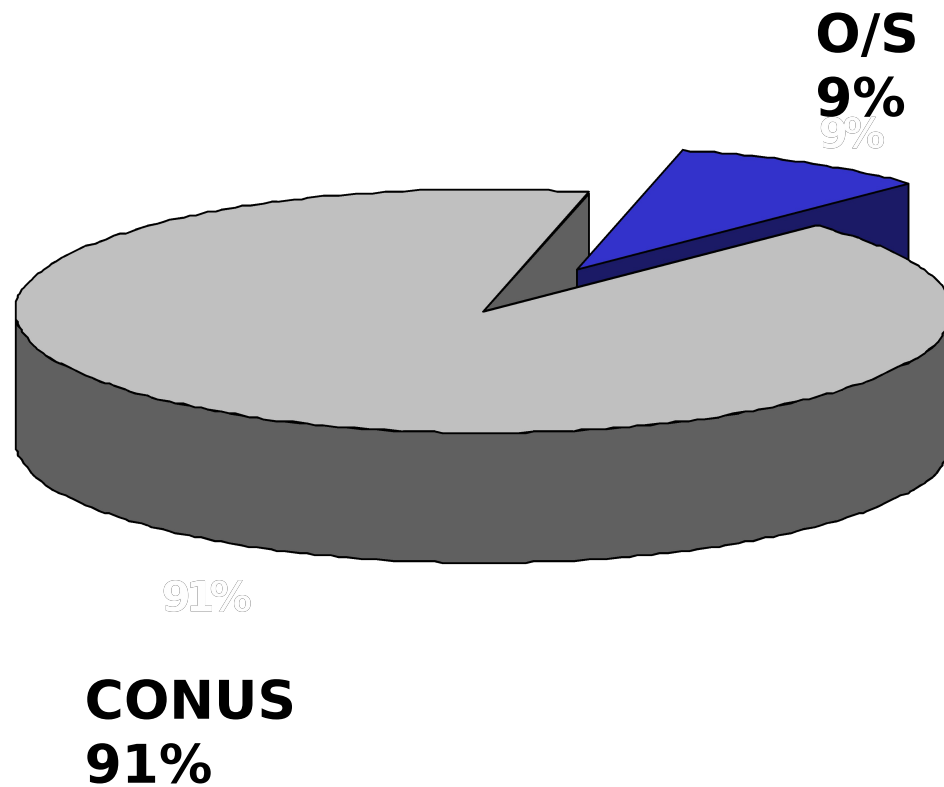
Total Core 64P Officers

64P Authorization Breakout

AFPC



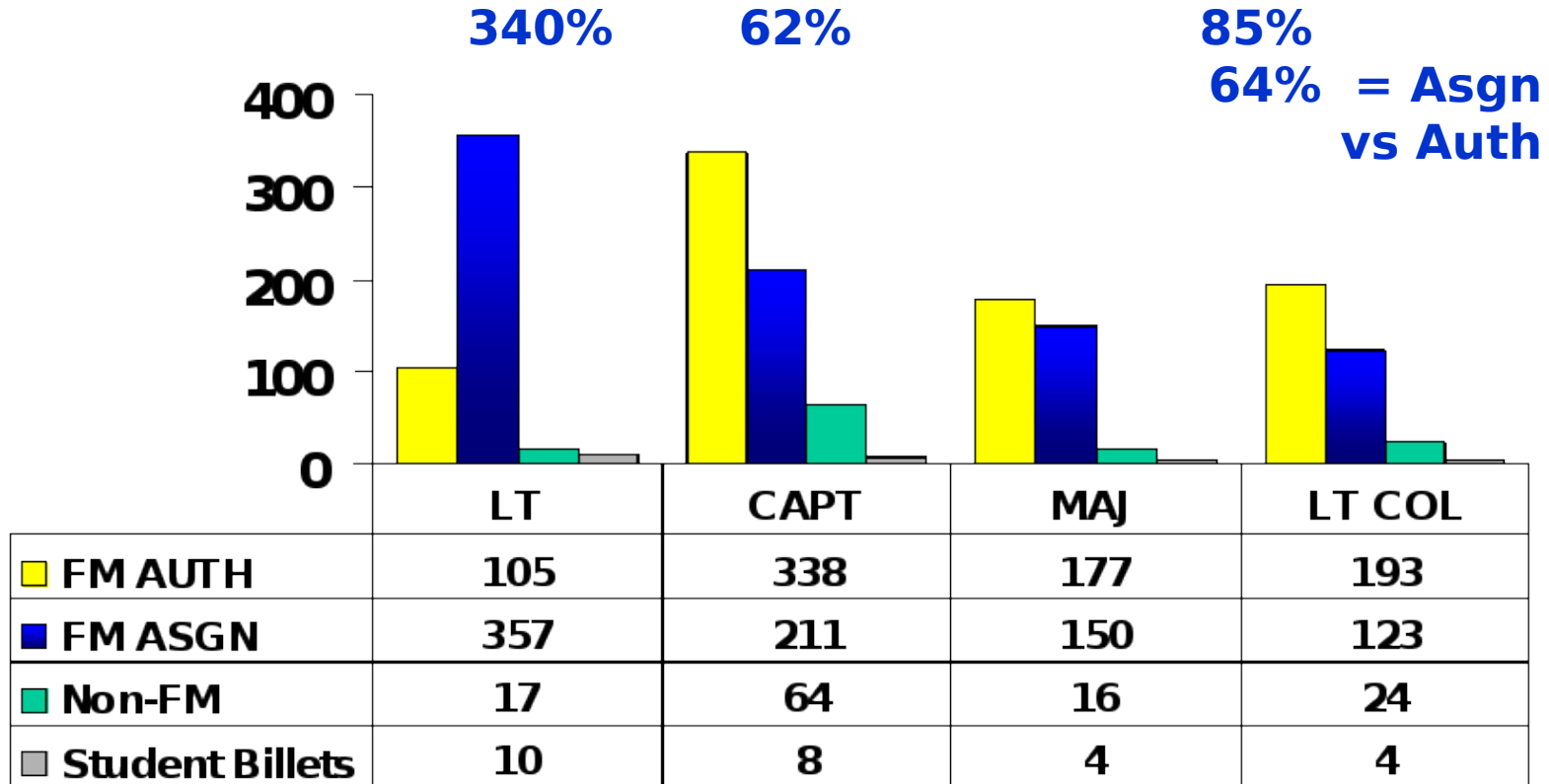
AFPC Overseas/CONUS Authorized **64px**



65 Officers

Authorized and Assigned

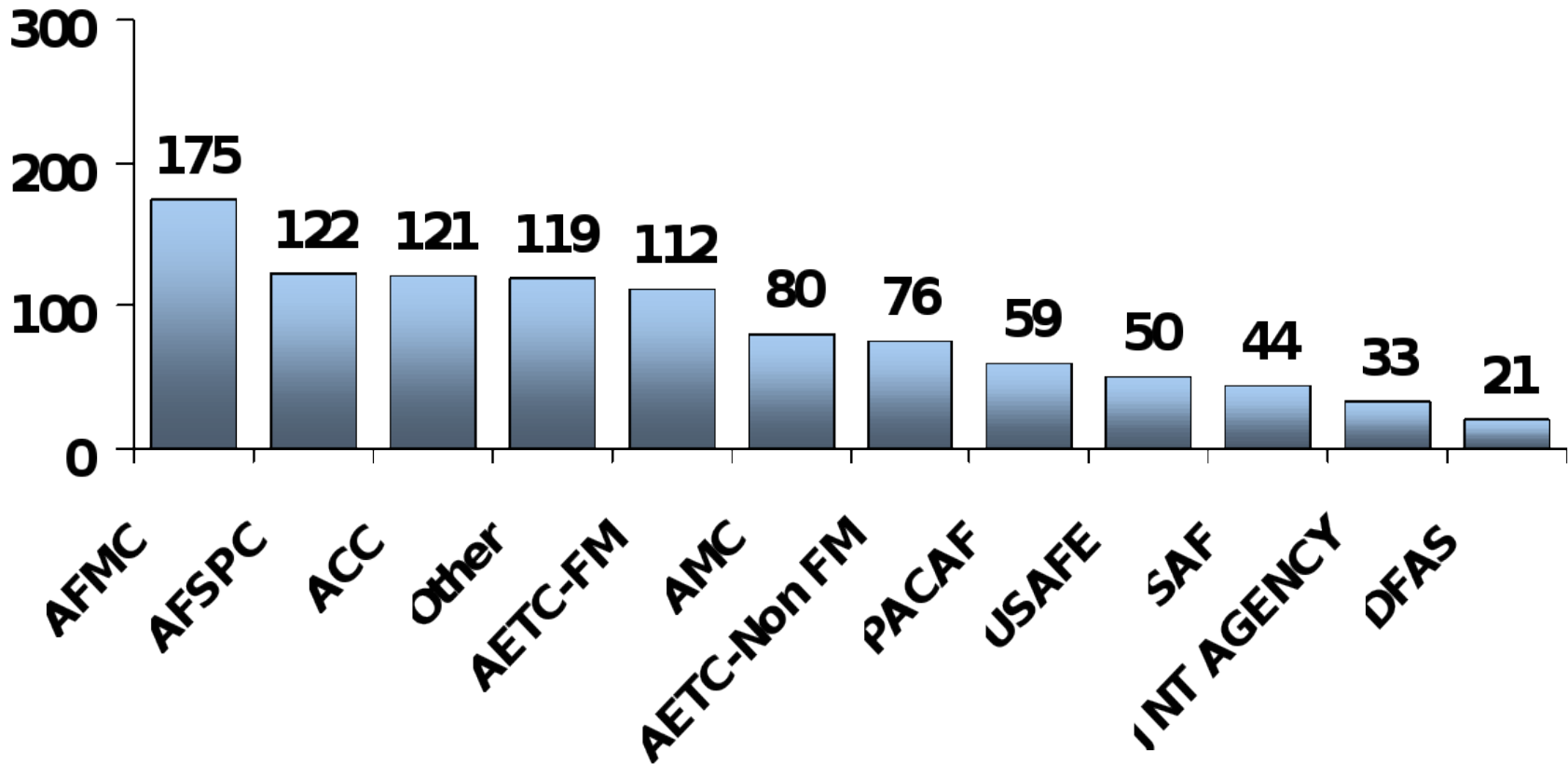
AFPC



- FM Auth = FM “Spaces” based on validated manpower assessment
- FM Assigned = FM “Faces” sitting on FM billets
- Non FM = FM personnel in non 65F positions (e.g., Dep SPTG, XP, OTS/SOS Instructors, ROTC)
- Student Billets = FM personnel at in-residence PME, AFIT & AFIP

FM Officer Distribution (2Lt - Lt Col)

AFPC



As of: Jan 03

"Other" includes AIA, AFSOC, DLA, AFPC & other small org

Overview

AFPC



- The Acquisition Career Fields
- **Assignment Overview**
- Promotions
- Hot Topics

Assignment Cycles

AFPC



CYCLE	INITIAL VML	FIELD RECLAMA VML	VML POST/ LAST DAY REQS	PRD VISIBILITY WINDOW	PW DUE DATES	AFPC MATCHES ASGMTS	RNLTD
SPRING	19 JUL	19 JUL - 2 AUG	5 AUG	9 AUG - 22 SEP	8 SEP	SEP - OCT	FEB -MA Y
SUM	10 NOV	10 - 23 NOV	26 NOV	3 DEC - 15 JAN	2 JAN	JAN - MAR	JUN - SEP
FALL	24 MAR	24 MAR - 6 APR	8 APR	13 APR - 27 MAY	11 MA Y	MAY - JUL	OCT - JAN

Assignment Process

AFPC



AFPC matches faces and spaces based on

1. Needs of AF
2. Officer Professional Development (OPD)
3. Preference Worksheet (PW)

AF needs / OPD always met

Preference Worksheet (PW)

AFPC



- Communication tool between officer, reviewer, AFPC and Development Team
- Formalizes commander involvement
 - Officer Preferences/Commander Recommendation
 - Commander review mandatory; PW not visible to AFPC until submitted by Commander
- **PW mandatory at all times!**
- Updated PW must be at AFPC before the **FIRST DAY** of the assignment match period
 - Assignment matching **WILL** start with or without your PW
 - We read every one (several times) during matching
 - No automatic email to assignment officers when submitted

This is your chance to affect your development

PW Advice

AFPC



- Give us a little background on your experience
- Use one line for your “dream” assignment
- Focus on career progression (types of jobs, how they fit your career plan)
 - Don’t apply for specific job; however, note MAJCOM or organizations of interest
 - Give several options
- Explain unique situations: family, timing, school, etc
- No value in repeating preferences
- Please submit PW even if you intend to separate or are applying for a special program (e.g. AFIT)

Each AFSC may provide detailed PW Guidance

PW Reviewer Tips

AFPC



- Chance to Mentor Officer!
- Comment on qualifications/capability
 - Make several recommendations for next type of job and level of responsibility
 - PW should be consistent with officers record
 - Explain PCS timing issues: mission requirements (e.g. launch date), PRF accounting dates, etc.
 - **Emphasizing location preferences not added value**
 - Resolve contradictions between officer and reviewer comments before forwarding to AFPC & DT
- No comments on the PW sends a bad message about you AND the officer

Think Officer Development

How NOT to fill out a PW

<u>PREFERENCE WORKSHEET REPORT</u>				
Name:	SMITH JOHN Z	Grade:	Cpt	SSAN: 000000000
Phone:	555-4567	Fax:	000-555-1234	Email: john.smith@afbase.af.mil
In Cycle:	Yes	Member Status:	Available	DAS: 7/28/2000 Join Spouse: No
Assignment Acceptance Preference: Officer will accept an assignment consistent with OPD				
DUTY PREFERENCES				
PREF	AFSC/DUTY TITLE	LVL	MAJCOM	
1	90G0 General Officer	Any	Not Entered	
2	Not Entered			
3	Not Entered			
SPECIAL DUTY PREFERENCES				Vol: Yes
PREF	AFSC/DUTY TITLE	LVL		
1	81T Instructor	DET	AETC	
2	Not Entered			
3	Not Entered			
DESIRED LOCATIONS		SHORT	Yes	LONG Yes
1	Eglin AFB FL	6	Florida	
2	Hurlburt AFB FL	7	Florida	
3	Tyndall AFB FL	8	Florida	
OFFICER COMMENTS			DATE:	7/19/2003
I want to be Chief of Staff of the Air Force, but only in Florida				
PREFERENCE WORKSHEET REVIEWER			DATE:	7/25/2003
Grade:	LtC	SSAN:	111111111	Email: john.smith@afbase.af.mil
Name:	SMITH JOHN X	Duty/Fax: 555-4321 / 555-9876		
Primary Assignment Recommendation:				
Concur, send to Florida as Chief of Staff				
Alternate Assignment Recommendation (if primary is not available):				
none				
Additional Comments:				
Concur w/ Capt Smith's preferences				

Assignment Notification Process

AFPC



- AFPC Assignment Team matches officer to assignment
- AFPC send Losing Commander Coordination to Officer's PW Reviewer
- Losing CC replies with
 - They support/do not support assignment
 - Officer intends to accept/decline assignment
- If CC doesn't support and/or officer intends to decline AFPC will work with Losing Commander to try to find assignment that meets both AF needs and CC/individual desires
 - This may or may not result in a change to the assignment
- Final notification is sent to gaining and losing CCs
- Local MPF generates orders

FROM: HQ AFPC/DPASA, Capt Assignment, DSN: 665-3834, Comm: (210) 565-3834
SUBJ: Losing Commander's Coordination on Officer Assignment Match
TO: LtCol Smith

1. We have matched the officer below for an assignment using his/her current preference worksheet, supervisor/commander recommendation, the best possible/available professional development and the needs of the Air Force. Details of the assignment are listed below.

- a. Rank/Name: CAPT, SMITH, JOHN**
- b. Duty AFSC: 63A3**
- c. Current Unit/Base: Unit / Air Force Base**
- d. Current MAJCOM: MAJCOM**
- e. Current ADSC (longest ADSC in MilPDS: 2007/02/14)**

2. Officer has been matched to fill the following requirement:

- a. Job Title (AFPC ID #): Academic Instructor, (10111111)**
- b. Duty AFSC: TS1T0**
- c. Gaining Unit/Base: AU / MAXWELL AFB, AL**
- d. Gaining MAJCOM: AETC**
- e. RNLTID: 15 Sep 04**

3. Officer is /is not eligible to decline this assignment due to current ADSC in MilPDS.

NOTE: If you have questions about whether the officer is eligible to decline the assignment or believe the ADSC in paragraph 1(e) is incorrect, please consult with the point of contact listed above immediately.

4. Request you advise the officer of this match, discuss his/her intent, and forward items 6 and 7 below by return email no later than 25 Jul 04. Your response will be used to finalize the assignment and effect formal notification IAW AFI 36-2110, para 2.32 (<http://www.e-publishing.af.mil/pubfiles/af/36/afi36-2110/afi36-2110.pdf>). No commitments should be made until final assignment notification has occurred. An officer's declination will not automatically cancel the assignment.

5. Upon final assignment notification, an Active Duty Service Commitment (ADSC) may be incurred with this assignment IAW AFI 36-2107 (<http://www.e-publishing.af.mil/pubfiles/af/36/afi36-2107/afi36-2107.pdf>) for PCS and/or training.

V/R,
ASSIGNMENT OFFICER, Capt, USAF
Assignment Officer

TO: AFPC/DPA Assignment Officer
FROM: Losing Commander/Supervisor

6. I concur / nonconcur with the assignment specified above (If you non-concur, please provide comments.)
Comments:

7. The officer intends to accept / decline the selected assignment. Declining this assignment match will not automatically cancel the assignment. If "decline", please provide his/her rationale and whether or not you support the rationale.

61/62/63 Non-Rated Prioritization Plan

AFPC



Must Fill (100%)

Commanders
Air Staff(61S & 63A)
Joint Duty
MDA
Short Tours
Green Door
Special Duty (AU)

Priority (85%)
(100% for 63)

Instructors

Entitled

AFRL
Product Centers
Logistics Centers
MAJCOM
Jnt Agncy (non-jnt billets)
Warfighting Commands
DLA/DCMA
Air Staff(62E)
Test Centers
Intel Agencies
Battle Labs

64 Non-Rated Prioritization Plan

AFPC



Must Fill (100%)

Commanders	Short Tours
Air Staff	NRO
JDAL	Special Duty

Priority (85%)

MAJCOM Staff	Instructors
--------------	-------------

Entitled

AF Agencies	Joint (non-jnt billets)
AFRL	NAF
Green Door	All Others
MAJCOM CENTERS/WING/SQ/HQ	

65 Non-Rated Prioritization Plan

AFPC



- 1) Commanders, Budget and Finance Chiefs at 100%**
- 2) Air Staff at 100%**
- 3) Joint Positions (04 and above) at 100%**
- 4) Remote Assignments (Korea, SWA, Turkey) at 100%**
- 5) Special Duty (Per AFPC “Fair Share” Calc. ~10%) at 100%**
- 6) MAJCOM Staffs**
- 7) Acquisition/Cost based on entitlement rate**
- 8) Deputy Positions based on entitlement rate**

Entitlements

AFPC



	Lt	Capt	Maj	LtCol
61S	100%	50%	50%	55%
62E	100%	55%	65%	65%
63A	100%	60%	65%	65%
64P	100%	58%	65%	60%
65F	100%	60%	60%	10%

Prioritization plan drives entitlements

Overview

AFPC



- The Acquisition Career Fields
- Assignment Overview
 - **Special Opportunities**
- Developmental Education
- Promotions
- Hot Topics

Special Duty Assignments

AFPC



- CGOs
 - Limited opportunities due to low manning
 - ABC Instructor, OTS & SOS Flight Commanders
- FGOs
 - Increased opportunities due to rated shortage
 - Instructor (81T): ACSC, AWC, ROTC PAS
 - Ops Support (16F/G/P/R)
 - Command & Control (86X)
 - Inspector General (87G)
 - Aide de Camp (88A)
 - Executive Officer (97E)

Command Opportunities

AFPC



- Vigilant Eagle Board (13S)
- AOCs at USAFA and ROTC Det. CC
- MSS/CC (Mission Support)
- SVS/CC (Services)
- Recruiting Sq/CC or Trng Sq/CC (AETC run boards)
- Logistics/CC (accept 'non-core' officers if they have documented logistics experience)
- FM/CC (Financial)
- Contracting (only 63A/64P)

Programs Available

AFPC



- Advanced Degrees
 - AFIT in-residence / civilian inst
 - www.afit.edu
- USAFA & AFIT Instructors
 - www.afit.edu and/or www.usafa.af.mil/flash/index.html
- Education with Industry / Labs
 - ci.afit.edu
- Test Pilot School
 - Flight Test Engineers (FTEs)
 - www.edwards.af.mil/tps
- Engr & Scientist Exch Program
 - afosr.sciencewise.com/pages/afrpgacs.htm

Ops Opportunities

AFPC



- Operational Experience (OPEX) Tour (1st Tour)
 - Cadets selected for first asmt in space & missiles (13S), intelligence (14N), or logistics (21X)
 - Follow-on asmt in core specialty
 - Approximately 15-25% of acquisition accessions
- Special Program - Experience Exchange Duty (SPEED)
 - Officers competitively selected for 2nd/3rd asmt
 - SAEP – space & missiles
 - AIEET – intelligence
 - ALEET – aircraft maintenance

<http://afas.afpc.randolph.af.mil/Acquis/Acquis.htm>

Other Opportunities

AFPC



- Logistics Career Broadening Program
 - Cpts (6-11 yrs), 63A or 64P

<https://www.afmc-mil.wpafb.af.mil/HQ-AFMC/LG/lgx/lcbp/>

- Air Force Intern Program
 - Cpts (4-7 yrs)
- White House Fellowship
- Olmstead Scholarship
 - 3-11 yrs

<http://afas.afpc.randolph.af.mil/pme/>

Overview

AFPC






- The Acquisition Career Fields
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- **Promotions**
- Hot Topics

Current Board Schedule

AFPC



Yr Group			
83	6 Dec 04		
89		12 Jul 04	
95			8 Dec 03
96			1 Nov 04

For YOUR Projected Boards

visit: <http://www.afpc.randolph.af.mil/offprom>

CY02B Promotion Selection Rates

AFPC

Selection Rate



PRF	BPZ	IPZ	APZ
DP	n/a	100%	100%
P	n/a	79.8%	4.3%
Total	n/a	92.6%	7.8%

Without SOS (IPZ): 0.0% selection

Graduate Degree Masked at Central Board
(but not at lower levels)

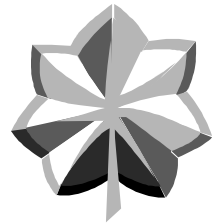
DP's are significant - awarded by senior rater

CY02 Promotion Selection Rates

AFPC



Selection Rate



PRF	BPZ	IPZ	APZ
DP	39.9%	99.9%	94.87%
P	0.3%	40.8%	0.6%
Total	4.6%	71.7%	3.7%

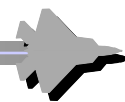
Without ISS (IPZ): 0% selection

Without Graduate Degree: 0.0% selection

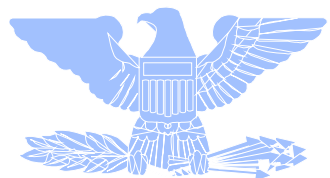
PME and graduate degree are critical

CY02 Promotion Selection Rates

AFPC



Selection Rate



PRF	BPZ	IPZ	APZ
DP	17%	98.6%	77.8%
P	0.1%	26.3%	0.1%
Total	2.9%	45.9%	0.8%

Without SSS (IPZ): 2% selection

Without Graduate Degree: 0.0% selection

PME and graduate degree are critical

Board Feedback

AFPC



- ***Duty performance still #1 factor***
- Career progression
 - Job progression – increasing responsibility
 - Different organizations, levels, places
- Stratification is Key!
- PME -- mandatory!
- Masters
 - “Masked” at Major for line officers
 - Near-mandatory for Lt Col and Col
- Make sure your Officer Selection Brief is accurate

Bloom where planted !

Overview

AFPC



- The Acquisition Career Fields
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- **Hot Topics**

Critical Skills Retention Bonus

AFPC



- \$10k/yr for 4 yr agreement
 - If eligible for all 4 yrs
 - Critically manned mission support career fields:
 - 32E, 33S, 61S, 62E, 63A
- Targeting 4(5)-13 years Total Active Commissioned Service Date (TAFCSA)
- Program is in full swing—no details on future offerings
- *CSRB Agreements must be postmarked by 31 Aug 03*

Overview

AFPC



- The Acquisition Career Fields
- Assignment Overview
- Promotions
- Hot Topics
 - **Force Development**

“Over the next six months we will be redesigning the way we do business...”

CSAF Sight Picture 6 Nov 02

Force Development

Developmental Assignments

AFPC



Strategic Level Development

Development that provides challenges to gain breadth of experience and leadership perspective.

- **Strategic (O-5+)**
- **Manager/Leader Path**
- **Div Chief, Staff, Joint, Sq/CC**

Operational Level Development

Development to continue the widening of experience and increased responsibility within a related family of skills.

- **Operational (O-4 into O-5) - 2, 3 yrs tours**
- **Manager/Leader Path**
- **Branch Chief, Staff, Joint, Broadening, Sq/CC**

Tactical Level Development

Development to gain knowledge and experience in a primary skill, combined with educational and leadership training experiences.

- **Tactical (O-1 thru O-3) - 3, 3yr tours—Build Depth!**
- **Ops or Ops-like tour desired (ACC/AIA, AAC, AFFTC)**
- **Product Center (SMC, ESC, ASC, AAC)**
- **Other (Lab, ACC/AIA, AFOTEC, Instructor, etc)**

Force Development

Developmental Assignments

AFPC



Strategic Level Development

Development that provides challenges to gain breadth of experience and leadership

Force Development

The series of experiences and challenges, combined with education and training opportunities to produce AF leadership. In short, the processes used to ensure we properly develop our people in order to meet their expectations and AF requirements.

com

ary skill,
ances.

—Build with!
A, AAC, etc)

Product Center (SMC, SC, ASC, etc)

Other (Lab, ACC/AIA, AFOTEC, Instructor, etc)

Force Development

Impact—What it Means to You!

AFPC



- MAJCOM Briefings Oct – Dec 03
 - *Stand-by for more information/answers*
- Force Development Impacts Several Areas
 - Advanced Academic Degrees
 - “Square Filling” no longer valued
 - PME
 - Evolution from PME to Developmental Education (DE)
 - Basic, Intermediate and Senior
 - ACSC Modular approach - *work in progress*
 - Targeted Education = Different Opportunities/ Additional Quotas
 - Promotions/Evals - TBD
 - Masking AADs/Instructor Duty/Deployments/???
 - Assignments

<https://www.dp.hq.af.mil/afslmo/fd/>

Force Development

Assignments – Key Enablers

AFPC



- Overarching Principle: *Planning for Today & the Future*
- Development Team (DT)
 - Meets at Least Annually
 - Reviews Officer's Vision, Supervisor/CC's Assessment (Sr Rater if Needed)
 - Timing for Education/Special Duty ... AAD, PME/AFA Instructor
 - Ensures Needs of Air Force Met
 - Provides Written Feedback to the Officer & CC
- Officer Development Plan (ODP)
 - Build an Individualized Plan -- Collaborative Effort
 - Developed by Officer, Rater/CC & Development Team
 - AFPC Acts as a Consultant & balances recommendations w/requirements
 - A Living Document for Near- & Far-Term Goals/Objectives
 - Feedback to Close the Loop with Officer & Commander ... 1st Time Ever
- Desired Result: Synchronized, Tailored Development
 - With a Purpose to Meet AF Needs

Force Development

Developmental Education

AFPC



- Evolution from PME to Developmental Education
- Substantial refocus of traditional PME
 - All officers need some type of development, but the same development is not needed for all officers
 - Modular approach – work in progress
 - Tailored modules depending on career path
- 3 Types of Developmental Education
 - Basic (BDE) – ASBC, SOS, EWI, AFIT
 - Intermediate (IDE) – Traditional ACSC @ Maxwell, Sister Service and Foreign Schools, AFIT, NPS, JMIC, EWI
 - Senior (SDE) – no change yet
- Changing the Selection/Candidacy Process

Force Development

Basic Developmental Education

AFPC



- Air and Space Basic Course (ASBC)
- Squadron Officer School
- Air Force Intern Program (AFIP)
- School of Advanced Study of Air Mobility (ASAM)
- Joint Military Intelligence College (JMIC)
- White House Fellowship
- AFIT (Resident & AFIT/CI) Masters / PhD Programs
- Olmsted Scholarship
- Information Assurance Scholarship
- Education-with-Industry (EWI)
- NPS (Resident) Masters / PhD Programs

Force Development

Intermediate Developmental Education

AFPC



- Air Command and Staff College (ACSC)
- U.S. Army Command and General Staff College (ACGSC)
- Naval Command and Staff College (NCSC)
- Marine Corps Command and Staff College (MCCSC)
- Venezuelan Air Command and Staff College
- Spanish Air Command and Staff College
- Canadian Forces Command and Staff College
- German Armed Forces General Staff College
- Argentina Air Command and Staff College
- Royal Joint Services Command Staff College
- Western Hemisphere Institute for Security Cooperation
- Brazilian Air Force Command and Staff College
- India Defense Services Staff College (IDSSC)
- Japan Air Command & Staff Course
- Australian Command and Staff College (ACSC)
- Peruvian Air Command and Staff College
- Korean Command and Staff Course
- School of Advanced Study of Air Mobility (ASAM)
- Joint Military Intelligence College (JMIC)
- Defense Advanced Research Projects Agency (DARPA) Fellowship
- POLAD Fellowship
- Legislative Fellowship
- Sandia Nuclear Weapons Fellowship Program (SNWFP)
- White House Fellowship
- AFIT (Resident) Masters / PhD Programs
- Olmsted Scholarship
- Information Assurance Scholarship
- Education-with-Industry (EWI)
- NPS (Resident) Masters / PhD Programs
- Joint Forces Staff College
- Naval Command and Staff College (NCSC)

Force Development

Senior Developmental Education

AFPC



- Air War College
- Army / Navy / Marine War College
- Industrial College of the Armed Forces (ICAF)
- National War College
- George C. Marshall European Center for Security Studies
- Geneva Centre for Security Studies
- NATO Defense College
- Argentine National Defense School Senior Course Air Command and Staff College
- Belgian Royal Defense College
- French Defense College
- Inter-American Defense College
- India National Defense College (INDC)
- Australian Defense College (ADC)
- Japanese National Institute for Defense Studies
- Chilean Air Force Air War College
- Royal College of Defense Studies
- Pakistan National Defense College
- ALL SDE-level Fellowships
- Army Advanced Operational Studies Fellowship (AAOSF), Ft Leavenworth
- Sandia Nuclear Weapons Fellowship Program (SNWFP)
- White House Fellowship
- AFIT (Resident) Masters / PhD Programs
- Information Assurance Scholarship
- NPS (Resident) Masters / PhD Programs
- School of Advanced Air and Space Studies (SAASS)
- School of Advanced Military Studies (SAMS)
- School of Advanced Warfighting (SAW)
- Joint Forces Staff College

Force Development

What This Means to You

AFPC

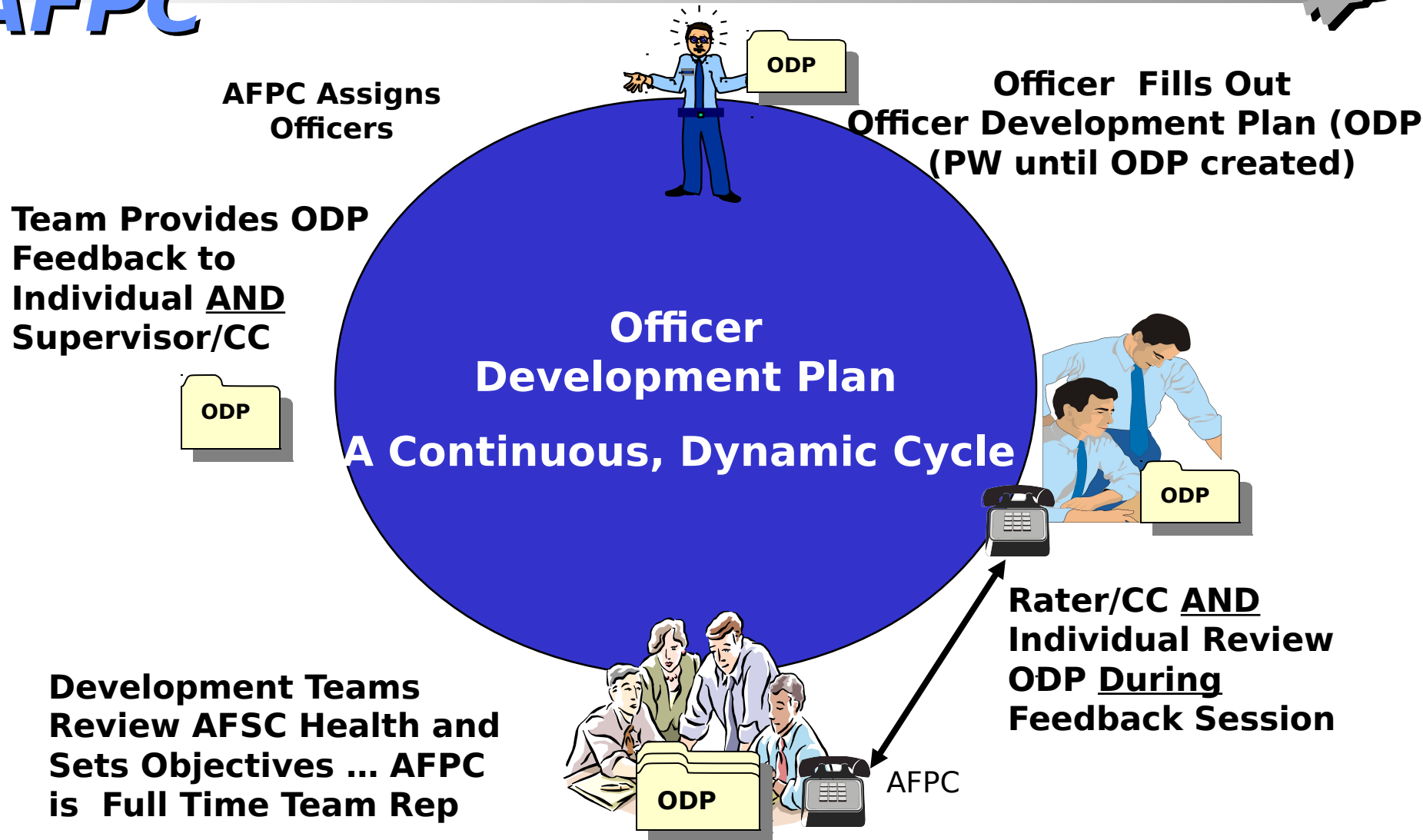


- *Deliberate Development* with a Purpose
 - Better Addresses
 - Commander's inputs
 - Individual's goals and desires
 - Expanded & Improved Education Opportunities
 - If the Air Force needs officers to get an AAD, the Air Force will select and send them
 - Targeted to specific learning goals
 - Increases depth in primary career field
 - Better preparation for future assignments

Officer Development Plan

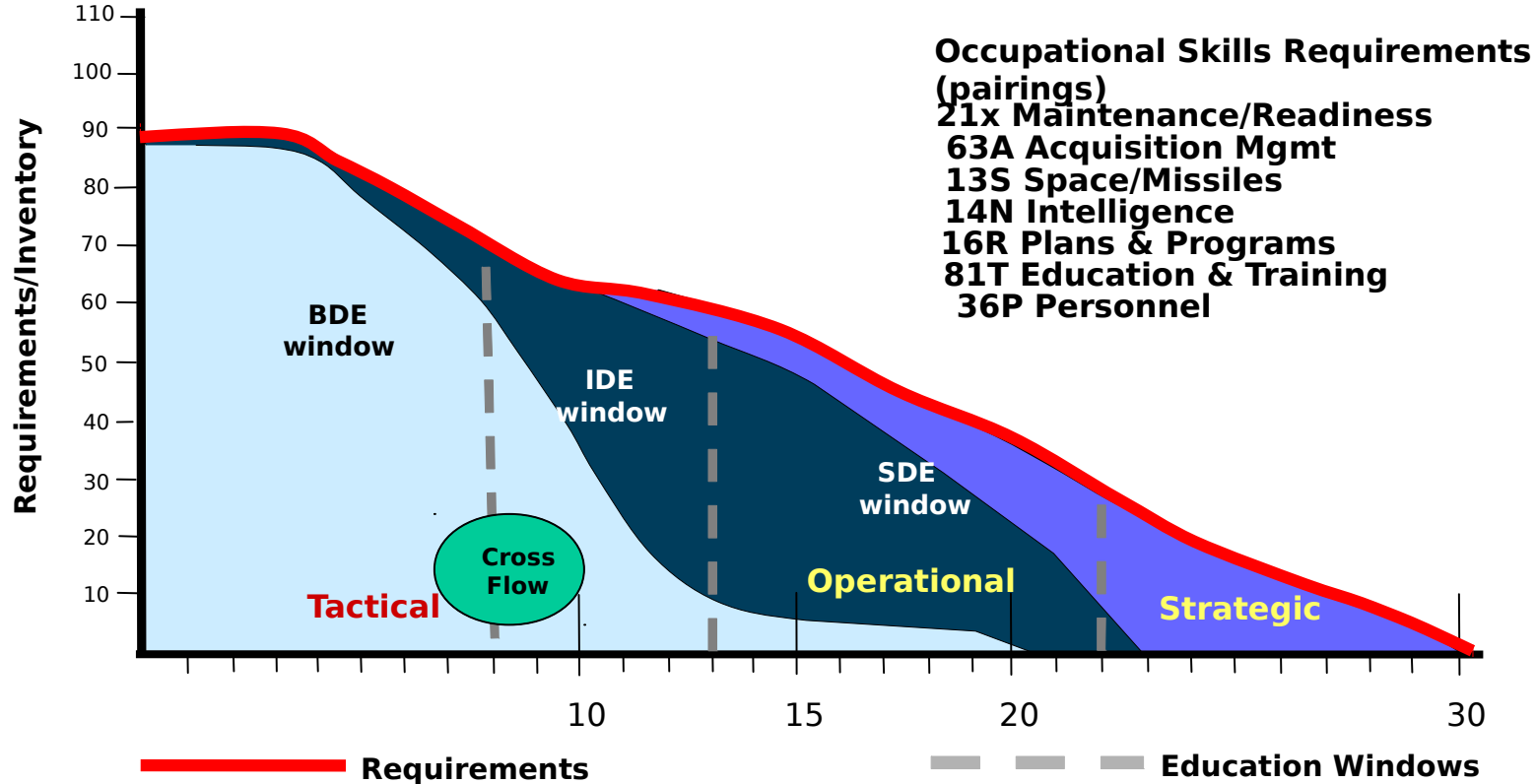
Development Plan Flow

AFPC



Career Planning Diagram (CPD)

AFPC



Tactical

SPO
 ALC
 Test
 Lab
 Instructor

Operational

Div/Branch Chief
 Air Staff
 Joint
 Instructor
 Sq/CC
 Development Asgn

Strategic

Prog Mgr/Dir
 Air Staff
 OSD/JCS
 MAJCOM
 Development Asgn

Force Development

Summary

AFPC



- Meets Air Force Mission Needs
- Force Development connects your goals, education and assignments to Air Force needs
- Attend the MAJCOM briefing when it comes to your base!!!

Not all officers will be developed the same

Summary

AFPC

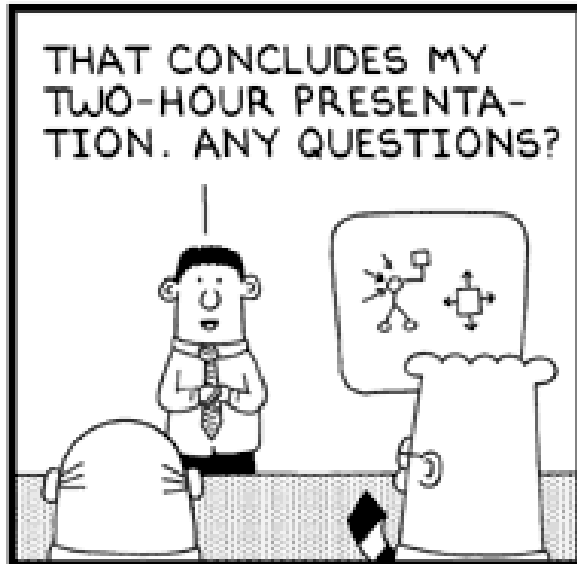


- Assignments - PW is MANDATORY and your key input
- Special Opportunities - Take advantage of these prgms
- Promotions - Job performance #1
- Force Development - Many changes to all aspects of personnel, AQ leading the way on implementation
- Career Development - Have a plan
- Developmental Education - Changes ahead



Questions?

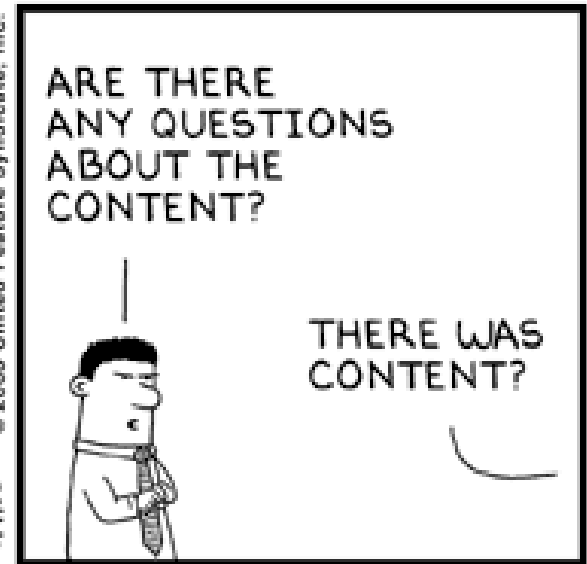
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www.dilbert.com
scottadam@aol.com



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